

Executive Summary

ES-05 Executive Summary - 91.200(c), 91.220(b)

1. Introduction

Since 1995, the U.S. Department of Housing and Urban Development (HUD) has required the development of a Consolidated Plan every five years in order for local jurisdictions to receive federal housing and community development funds under the Community Development Block Grant (CDBG) and HOME Investment Partnership Funds. It serves as a comprehensive strategy to address the needs of low and moderate income residents in the community. The Consolidated Plan serves three main functions: 1) It is a planning document for the Town of Gilbert; 2) It is an application for federal funds under HUD's CDBG formula grant program; and 3) It details strategies that will be followed in carrying out HUD programs.

Key components of the plan are:

- Needs assessment
- Strategic goals
- Delivery system
- Accountability
- Performance measurement

Priorities presented in this plan were developed by weighing the severity of need among all groups and subgroups within Gilbert, analyzing current social, economic and housing conditions, analyzing relative needs of low and moderate income families, Gilbert's strategic initiatives and Council priorities, and assessing the resources likely to be available over the next five years.

2. Summary of the objectives and outcomes identified in the Plan

The Consolidated Plan measures performance to qualify longer-term goals by incorporating projected outcome measures. Quantifiable results-oriented goals for capital programs are tied to a unified framework for the benefit of low and moderate income residents. The objective and outcome expectations over the next five year consolidated plan period include (not in rank order):

- Preserving neighborhoods through one large infrastructure improvement in the targeted low-income area(s);
- Increase access and activity opportunities within four neighborhood parks located within targeted low-income area(s);
- Preserve neighborhoods through housing rehabilitation assistance to 50 qualified homeowners of which five will receive substantial housing rehabilitation assistance;
- Preserve habitability of owner-occupied housing to 128 households through emergency home repair assistance;
- Increasing the permanent affordable housing stock by five, from 10 to 15 units;

- Increase response and service to low and moderate income neighborhoods through purchase of one new fire response vehicle;
- Increase access for disabled residents by removing barriers and installing appropriate right-of-ways within low to moderate income neighborhoods.

Priorities are relative and follow these classifications:

High: Gilbert plans to use available Consolidated Plan funds for activities to meet the need during the five year consolidation plan period.

Medium: Gilbert plans to use any available funds, including Consolidated Plan funds, for activities to meet the need during the five year consolidated plan period.

Low: Gilbert does not plan to use any available Consolidated Plan funds for activities to meet the need during the five year consolidated plan period.

Primary categories of high priority need that have been identified in the plan are:

- Infrastructure development
- Owner-occupied housing assistance (emergency and minor home repairs)
- Improved disability access
- Neighborhood facility improvements

The key strategic objectives of this plan are:

- Promote self-sufficiency and mitigate the causes of poverty and support independent living
- Increase the quality of owner-occupied housing through rehabilitation assistance to low and moderate-income households
- Preserve and improve habitability of owner-occupied housing through emergency home repair assistance
- Increase the number of affordable housing opportunities through support of Maricopa County HOME Consortium development projects
- Support regional Continuum of Care efforts to serve the homeless
- Provide funding assistance to non-profit providers of services to Gilbert's youth, seniors, special needs populations, victims of domestic violence, persons and families in crisis and disabled persons
- Provide Gilbert residents access to basic needs

Changes currently anticipated during the term of this plan include the exclusion of public services activities through the CDBG funding: fifteen percent of CDBG allotted public service funding will be included for capital improvements to meet the above stated objectives.

The Town of Gilbert is expecting approximately \$814,625 per year under the CDBG formula appropriation for the next five years. This appropriation is determined by HUD and is subject to change.

3. Evaluation of past performance

Gilbert prepares the Consolidated Annual Performance Evaluation and Report (CAPER) annually, which captures progress toward meeting needs and achieving strategies established in the Consolidated Plan and the Annual Action Plan. Gilbert also monitors performance measures of sub-recipients and staff regularly reviews internal policies and procedures to identify operational improvements, resource allocation issues, and policy questions to be addressed in the upcoming year.

Overall, the Town of Gilbert and its partners have been successful in implementing its public services and public improvements projects and programs and meeting the objectives established in the previous Consolidated Plan. Gilbert did face challenges in implementing all housing objectives and priorities identified in the previous Consolidated Plan, but have strived to overcome those barriers to continue to address some identified affordable housing objectives and needs of the community.

Over the past five-year Consolidated Plan, Gilbert's CDBG funds were used exclusively for: (1) meeting the three goals of providing decent housing; suitable living environment; and expanded economic opportunities, and (2) principally benefitting the homeless, very low and low income people and in some cases, moderate-income persons.

4. Summary of citizen participation process and consultation process

The Consolidated Plan regulations stipulate that Gilbert to meet minimum citizen participation requirements, consisting of public hearings, public comment periods and consultations.

a. Public Hearings: Annually, Gilbert conducts a minimum of two public hearings to allow the public an opportunity to comment on the Consolidated Plan and/or Annual Action Plan as well as the Consolidated Annual Performance Evaluation and Report. All public hearing meetings are advertised in a local newspaper of general circulation, and on Gilbert's website. The public hearing to solicit comments on the proposed Consolidated Plan occurred on May 1, 2014 and December 4, 2014.

b. Public Comment Period: Gilbert staff provided multiple venues for the public to participate and comment on the Consolidated Plan and Annual Action Plan. There were three public meetings and a thirty day public comment period from March 9, 2015 through April 10, 2015. The public comment period was advertised in a local newspaper of general circulation and on Gilbert's website.

c. Consultations: The consultation process included specific outreach to Gilbert residents, service recipients, service providers and stakeholders as well as participation in County-wide outreach during Maricopa County HOME Consortium citizen participation and consultation process. Citizen participation and consultation was solicited in a variety of ways, including surveys, focus groups, dialogue groups, public meetings, public hearings, internet outreach and newspaper notification. A variety of local service providers, regional service providers, government officials, stakeholder groups, boards and commissions, the faith community, and targeted population groups were invited to participate and provide input into making Gilbert's goals and objectives.

5. Summary of public comments

6. Summary of comments or views not accepted and the reasons for not accepting them

7. Summary

The Town of Gilbert is committed to allocating funds that serve the needs of low-income residents. Gilbert will utilize its CDBG appropriations over the next five years to target aging infrastructure, increase its permanent affordable rental housing stock, increase access to public facilities, assist homeowners maintain safe and suitable living environments and address ADA access surrounding public facilities and schools. A majority of CDBG funds will be targeted in neighborhoods and low-income homeowners residing in the Downtown Heritage District of Gilbert, the oldest neighborhood and low income area identified in Gilbert.

Gilbert will continue to utilize Town General Funds to support public services to low- to moderate-income people, including, but not limited to health care, food and nutrition programs, educational programs, activities and support for seniors, housing assistance, job training, case management and counseling for the homeless, abused children and others.

The Process

PR-05 Lead & Responsible Agencies - 91.200(b)

1. Describe agency/entity responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source

The following are the agencies/entities responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source.

Agency Role	Name	Department/Agency
Lead Agency	GILBERT	
CDBG Administrator		Town Manager's Office
HOME Administrator		

Table 1– Responsible Agencies

Consolidated Plan Public Contact Information

Town of Gilbert, Town Manager's Office
Jessica Carnahan, Neighborhood & Outreach Services Supervisor
50 E. Civic Center Dr., Gilbert, AZ 85296
Phone: (480) 503-6893; Fax: (480) 497-4943
Email: jessica.carnahan@gilbertaz.gov

PR-10 Consultation - 91.100, 91.200(b), 91.215(l)

Provide a concise summary of the jurisdiction's activities to enhance coordination between public and assisted housing providers and private and governmental health, mental health and service agencies (91.215(l)).

The Town of Gilbert requested comments and/or consulted with the following agencies/entities in preparing the Consolidated Plan:

- Affordable Housing: Housing Authority of Maricopa County, Southwest Fair Housing Council, Habitat for Humanity, Save the Family Affordable Housing Movement, Gilbert Cares, Rebuilding Together;
- Health Services: Dignity Health, SE Veteran's Affair Health Clinic, New Life Medical Center, Hope Community Health, Adelante Healthcare, Inc.;
- Homeless Services: regional homeless services providers, including Central Arizona Shelter Services, A New Leaf, Inc., Save the Family of Arizona, Interfaith Homeless Emergency Lodging Program, Family Promise, House of Refuge;
- Special Needs: Catholic Charities, Chrysalis Domestic Violence Shelter, Foundation for Blind Children, Arizona Bridge to Independent Living, Autumn House, Community Bridges;
- Senior Services: About Care, Gilbert Senior Center, Chandler Christian Community Center, Adult Protective Services, Area Agency on Aging, Arizona Assisted Living Facilities & Senior Care, East Valley Adult Resources, Alzheimer's Association;
- Youth Services: Gilbert Boys & Girls Club, Child Crisis Center, Association for Supportive Childcare, Chandler/Gilbert YMCA, Childhelp, Child Protective Services, Crisis Pregnancy Center;
- General Services for Low-income Persons: United Food Bank, Gilbert CAP Office, Community Legal Services, For Our City, Gilbert CAN, Hope Village, Gilbert Workforce Connections, Salvation Army.

Describe coordination with the Continuum of Care and efforts to address the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans, and unaccompanied youth) and persons at risk of homelessness

The Maricopa Association of Governments (MAG) is the lead agency responsible for the application of HUD's Continuum of Care (CoC) Homeless Assistance Program. MAG's Continuum of Care Regional Committee on Homelessness has worked with a diverse array of partners to develop regional solutions to end homelessness. Each year, the expertise of the Committee and community partners has resulted in more people being housed and supported in their quest for stability. Staffed by the Maricopa Association of Governments since 1999, the Continuum of Care has successfully competed well in the national application for funding. Over the years, the HUD funding award has increased and now supports more than 60 homeless assistance programs in 24 different agencies. This award has been an important and consistent source of funding for the community.

MAG's coordination of HUD resources including Homeless Prevention and Rapid Re-Housing Program (HPRP) and HUD's Permanent Supportive Housing Bonus funding allows regional partners to pursue

federal funds and work comprehensively to address the needs of homeless persons, particularly chronically homeless individuals, families, families with children, veterans and unaccompanied youth.

The Town of Gilbert includes funding, typically General Funds, for homeless programs on an annual basis and was identified as the fifth highest priority population in need of additional resources in the Gilbert Human Services Needs Assessment.

Describe consultation with the Continuum(s) of Care that serves the jurisdiction's area in determining how to allocate ESG funds, develop performance standards and evaluate outcomes, and develop funding, policies and procedures for the administration of HMIS

Not applicable - the Town of Gilbert does not receive ESG funds.

Describe Agencies, groups, organizations and others who participated in the process and describe the jurisdictions consultations with housing, social service agencies and other entities

INSERT TABLE INFORMATION IN IDIS

Table 2– Agencies, groups, organizations who participated

1	Agency/Group/Organization	SAVE THE FAMILY
	Agency/Group/Organization Type	Housing Services - Housing Services-Children Services-Elderly Persons Services-Persons with Disabilities Services-Persons with HIV/AIDS Services-Victims of Domestic Violence Services-homeless Services-Education Services-Employment
	What section of the Plan was addressed by Consultation?	Housing Need Assessment Homelessness Strategy Homeless Needs - Chronically homeless Homeless Needs - Families with children Homelessness Needs - Veterans Homelessness Needs - Unaccompanied youth Non-Homeless Special Needs Anti-poverty Strategy
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	

Identify any Agency Types not consulted and provide rationale for not consulting

All major agencies providing a full range of public services in and around the Town of Gilbert were contacted to request comments.

Other local/regional/state/federal planning efforts considered when preparing the Plan

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
Continuum of Care		

Table 3– Other local / regional / federal planning efforts**Describe cooperation and coordination with other public entities, including the State and any adjacent units of general local government, in the implementation of the Consolidated Plan (91.215(I))**

In the development of this Consolidated Plan, Gilbert solicited comments from many other public entities, including: Arizona Department of Housing, various departments of Maricopa County including the Housing and Human Services Division and the Maricopa HOME Consortium, adjoining jurisdictions including the City of Chandler, City of Mesa, City of Tempe and City of Scottsdale, Maricopa Association of Governments, and the Southwest Fair Housing Council.

PR-15 Citizen Participation - 91.401, 91.105, 91.200(c)

1. Summary of citizen participation process/Efforts made to broaden citizen participation Summarize citizen participation process and how it impacted goal-setting

Annually, Gilbert conducts a minimum of two public hearings to allow the public an opportunity to comment on the Consolidated Plan and/or Annual Action Plan as well as the Consolidated Annual Performance Evaluation and Report. All public hearing meetings are advertised in a local newspaper of general circulation, and on Gilbert's website. Public hearings to solicit comments on the development of the Consolidated Plan occurred on May 1, 2014 and December 4, 2014.

The Town of Gilbert also provided seven opportunities for public input during the Consolidated Planning Process which included in-person meetings, targeted survey, one on one interviews and outreach conducted with housing and non-profit partners, government agencies, mental health providers and regional social service organizations. Participants included service provider personnel, service recipients, government officials and the general public.

Gilbert staff provided multiple venues for the public to participate and comment on the Consolidated Plan and Annual Action Plan. In addition to the outreach activities described above, a thirty day public comment period occurred from March 9, 2015 through April 10, 2015. The public comment period was advertised in a local newspaper of general circulation and on the Town's website.

Insert Public Comments Here:

Comments Taken Into Consideration:

Citizen Participation Outreach

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
1	Public Meeting	Minorities Non-English Speaking - Specify other language: Spanish Persons with disabilities Non-targeted/ broad community	101			

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
2	Survey	Minorities Non-English Speaking - Specify other language: Spanish Persons with disabilities Non-targeted/ broad community	103			
3	News-paper Ad	Non-targeted/ broad community	None			
4	Internet Outreach	Non-targeted/ broad community	None			www.gilbertaz.gov/holding

Table 4– Citizen Participation Outreach

Needs Assessment

NA-05 Overview

Needs Assessment Overview

During mid-2014, the Town of Gilbert hired a consultant to conduct a Gilbert Human Services Needs Assessment. The needs assessment was to address what services are currently available to residents, what gaps or areas of improvement exists and to provide recommendations and best practices for how Gilbert can address any existing or future gaps in human services. The consultants conducted extensive outreach through surveys, interviews, focus panels, dialogue groups and public meetings to hear from a variety of residents, service providers, service recipients, stakeholders, community leaders and government officials. The report identified seven priority populations needing additional human services and fourteen recommendations and best practices to fill the gaps of additional services.

Housing, transportation, and lack of employment was a barrier identified for all priority populations in Gilbert. While there was many comments about great volunteerism, business and regional partnerships and community support for those in need, it was clear that additional resources are needed in order to fill the gaps in various areas of human services.

In August 2014, Gilbert Town Council reviewed the needs assessment recommendations and identified five priority recommendations to be addressed by the Gilbert Human Relations Commission and by Town staff. These priorities included: 1) completing a Human Services Resource Directory to be available to the public; 2) identifying needs, gaps and solutions to address mental and behavioral health issues within the community; and 3) implementing best practices for the Gilbert annual non-profit funding process among others. It is estimated that these priority recommendations will take between twelve to eighteen months to complete at which time results will be reported back to Town Council. It is anticipated Council will review the results and provide direction on new needs assessment recommendations to address.

To identify specific housing needs within the jurisdiction, housing problems are analyzed by income level, tenure, and households with special needs. The Consolidated Plan uses the Comprehensive Housing Affordability Strategy (CHAS) data developed by the Census Bureau for HUD. CHAS data is based on the 2005-2009 American Community Survey (ACS) Census and analyzes households with one or more housing problems (those experiencing overcrowding, lacking adequate kitchen or plumbing facilities), and those experiencing cost burden (paying more than 30% of household income for housing costs) and extreme cost burden (spending over 50% of household income for housing costs).

NA-50 Non-Housing Community Development Needs - 91.415, 91.215 (f)

Describe the jurisdiction's need for Public Facilities:

There is continuing need within Gilbert, particularly the Downtown Heritage District, for public facilities to serve populations in this area. The Heritage District area has Gilbert's highest concentration of low- and moderate-income residents. Heritage District is characterized by older neighborhoods that either do not have proper facilities or their existing facilities suffer from heavy use and deferred maintenance leading to disrepair. Many of these areas are located within the priority areas where CDBG infrastructure and capital improvement funding have been and will be concentrated for maximum leveraging opportunities to provide the greatest impact to the largest number of residents. Needed public facilities include water and sewer infrastructure, parks and recreational amenities, fire vehicle apparatus to make efficient emergency response and, sidewalk and street improvements.

INSERT MAP

How were these needs determined?

Gilbert's need for capital improvements and public facilities were determined through a number of processes with input from Town Departments such as Public Works, Development Services, Parks and Recreation, Environmental Services, Police and Fire Departments as well as, the Gilbert's General Plan, Capital Improvement Plan, Long Range Infrastructure Plan and Transportation Master Plan, which includes ADA compliance. The processes to develop these plans included extensive public input and consultation with other jurisdictions and agencies/organizations.

Describe the jurisdiction's need for Public Improvements:

Many of the older neighborhoods in Gilbert, predominantly with the Downtown Heritage District area which has the highest concentration of low- to moderate-income residents, were built in the 1930's and 1940's. These neighborhoods do not have adequate sidewalks, curb/gutter, proper drainage, or they suffer from deteriorating conditions due to old age, heavy use, and deferred maintenance which make the existing improvements inefficient and unreliable. Gilbert has also identified the commercial corridor in Heritage District as being in need of public facility improvements, which if completed, could lead to job growth and economic improvement in the surrounding neighborhoods and along the corridor itself.

Over the past five years, there has been significant commercial growth in the District which includes many new restaurants and Gilbert's first university campus. The area also includes a community Park and Ride facility, one affordable senior housing multi-family complex, Gilbert CAP office, and Gilbert Boys & Girls Club.

Infrastructure improvements along the business and transit corridors, as well as within the surrounding low to moderate income neighborhoods, will help lead to increased opportunities for low-mod residents to live closer to their place of work and enjoy greater interaction with their surrounding community and amenities.

How were these needs determined?

Gilbert's need for capital improvements and public facilities were determined through a number of processes with input from Town Departments such as Public Works, Development Services, Parks and Recreation, Environmental Services, Police and Fire Departments as well as, the Gilbert's General Plan, Capital Improvement Plan, Long Range Infrastructure Plan and Transportation Master Plan, which includes ADA compliance. Processes to develop these plans included extensive public input and consultation with other jurisdictions and agencies/organizations.

Due to the passing of recent legislation, Senate Bill 1525, building permit revenue from system development fees reduces the ability to utilize these funds for traditional park and recreation amenities. This has resulted in Gilbert reviewing the ability to maintain and build new park and recreation facilities, placing older, neighborhood parks in a lower priority for improvements. CDBG and HOME funds are now being reviewed as potential revenue sources to assist in the revitalization and sustainability of older neighborhoods, specifically the Downtown Heritage District and surrounding areas.

Describe the jurisdiction's need for Public Services:

As identified in the Gilbert Human Services Needs Assessment, there is a need for increased services across most categories of special need, as well as, general services for low income residents such as health care, food and clothing, educational programs, and case management. However, Gilbert has strategically opted to utilize eligible CDBG public service funds for public facility improvements and infrastructure. By utilizing all available CDBG funds for public facility and infrastructure improvements, Gilbert can leverage other funding to complete substantial repair and upgrades to much needed areas of improvement and sustaining low and moderate income residents and neighborhoods. Gilbert general funds will be utilized over the next five years to support public services specifically those prioritized in the Gilbert Human Services Needs Assessment.

How were these needs determined?

It was determined by Town management, Town Council and the community that in order to make the largest impact within Gilbert's low income neighborhoods, federal resources would be utilized to support planned projects within the five year consolidated plan time frame. Therefore, the funds eligible for CDBG public services will be shifted to increase the resources for CDBG public infrastructure and public facility projects. Gilbert has committed to utilize general funds to continue to support the previous service recipient of CDBG public service funds, the Gilbert Senior Center.

Housing Market Analysis

MA-05 Overview

Housing Market Analysis Overview:

According to the U.S. Census Bureau, 2010 ACS data, there are 74,907 housing units in the Town of Gilbert. The majority of households in Gilbert own their homes with a seventy-two percent (72%) ownership rate. The median value of the owner-occupied housing units is \$235,500, which is significantly higher than the median value in Arizona at \$175,900. There are twenty-eight percent (28%) of households renting available units. Only a little over eleven percent (11.1%) of rental units are of a multi-family structure, leaving the remaining 16.9% of the rental population occupying single-family rental units. The Town of Gilbert has a 6.4% poverty level, one of the lowest of comparable cities in Maricopa County, with a median household income of \$80,121.

The high cost of housing in Gilbert continues to be a large barrier to provisions of affordable housing. With relatively few multi-family rental units' available and low vacancy rates, affordable housing options for low to moderate income residents are scarce and when there are available units, competition is great. Therefore, the majority of low to moderate income Gilbert residents are experiencing housing cost burdens to remain housed within Gilbert.

MA-45 Non-Housing Community Development Assets - 91.410, 91.210(f)

Introduction

The Town of Gilbert has focused efforts on attracting firms in the science and technology industries. Gilbert is a high-tech employment center for its residents and attracts national and international investment. As a result of recent economic development activity, Gilbert has seen an influx of world class facilities, talent, innovations, and public-private partnerships that mark the community as a preferred environment for science and technology opportunities, especially in the areas of biotechnology/life sciences, clean technologies and aerospace.

Economic Development Market Analysis

Business Activity

Business by Sector	Number of Workers	Number of Jobs	Share of Workers %	Share of Jobs %	Jobs less workers %
Agriculture, Mining, Oil & Gas Extraction	411	240	1	1	0
Arts, Entertainment, Accommodations	9,178	6,247	11	16	5
Construction	4,235	4,063	5	11	5
Education and Health Care Services	14,226	6,706	18	18	0
Finance, Insurance, and Real Estate	7,729	1,964	10	5	-4
Information	1,665	488	2	1	-1
Manufacturing	8,544	1,682	11	4	-6
Other Services	2,614	1,179	3	3	0
Professional, Scientific, Management Services	7,013	3,092	9	8	-1
Public Administration	0	0	0	0	0
Retail Trade	10,251	7,459	13	20	7
Transportation and Warehousing	3,062	398	4	1	-3
Wholesale Trade	4,673	1,622	6	4	-2
Total	73,601	35,140	--	--	--

Table 5 - Business Activity

Data 2007-2011 ACS (Workers), 2011 Longitudinal Employer-Household Dynamics (Jobs)

Source:

Labor Force

Total Population in the Civilian Labor Force	108,290
Civilian Employed Population 16 years and over	101,233
Unemployment Rate	6.52
Unemployment Rate for Ages 16-24	20.06
Unemployment Rate for Ages 25-65	4.18

Table 6 - Labor Force

Data Source: 2007-2011 ACS

Occupations by Sector	Number of People
Management, business and financial	31,314
Farming, fisheries and forestry occupations	4,959
Service	7,642
Sales and office	28,314
Construction, extraction, maintenance and repair	6,255
Production, transportation and material moving	4,941

Table 7 – Occupations by Sector

Data Source: 2007-2011 ACS

Travel Time

Travel Time	Number	Percentage
< 30 Minutes	53,535	57%
30-59 Minutes	32,789	35%
60 or More Minutes	6,955	7%
Total	93,279	100%

Table 8 - Travel Time

Data Source: 2007-2011 ACS

Education:

Educational Attainment by Employment Status (Population 16 and Older)

Educational Attainment	In Labor Force		Not in Labor Force
	Civilian Employed	Unemployed	
Less than high school graduate	2,767	302	1,055
High school graduate (includes equivalency)	13,124	960	3,415
Some college or Associate's degree	35,081	2,100	7,218
Bachelor's degree or higher	35,248	1,191	6,245

Table 9 - Educational Attainment by Employment Status

Data Source: 2007-2011 ACS

Educational Attainment by Age

	Age				
	18–24 yrs	25–34 yrs	35–44 yrs	45–65 yrs	65+ yrs
Less than 9th grade	89	270	473	743	945
9th to 12th grade, no diploma	1,453	668	1,015	955	636
High school graduate, GED, or alternative	4,693	5,021	4,976	7,579	3,354
Some college, no degree	6,765	8,937	9,303	12,976	2,905
Associate's degree	963	3,633	4,185	5,514	782
Bachelor's degree	1,392	8,072	11,554	10,115	2,105
Graduate or professional degree	133	2,667	4,544	5,761	1,035

Table 10 - Educational Attainment by Age

Data Source: 2007-2011 ACS

Educational Attainment – Median Earnings in the Past 12 Months

Educational Attainment	Median Earnings in the Past 12 Months
Less than high school graduate	30,591
High school graduate (includes equivalency)	34,245
Some college or Associate's degree	41,605
Bachelor's degree	55,818
Graduate or professional degree	77,171

Table 11 – Median Earnings in the Past 12 Months

Data Source: 2007-2011 ACS

Describe the workforce and infrastructure needs of the business community:

There are 108,290 persons in the civilian labor force with an unemployment rate of 6.52%, one of the lowest in the Phoenix metropolitan areas.

Gilbert's dense volume of educated residents boasts one of the highest concentrations of graduate and professional degrees among competing western U.S. cities, with 38.3% of residents holding a bachelor's degree or higher, which outpaces the national average of 28.1%.

Within the past two years alone, Gilbert has grown into a regional leader in life science research and treatments for cancer and for research and therapies utilizing adult stem cells. Gilbert has accessibility to over 100,000 healthcare practitioners and technicians.

In addition to attracting businesses with a Science, Technology, Engineering and Math focus to match the highly educated workforce residing in Gilbert, there are a significant amount of manufacturing businesses in Gilbert which also provide opportunity for different levels of employment and provide job opportunities for low- to moderate income individuals.

Gilbert-based companies enjoy benefits from decades of investment in local education and workforce development investments, as well as access to more than 65,000 manufacturing and service technicians within a 30-minute commute. The nearby presence of the Chandler-Gilbert Community College, as well as the College of Technology and Innovation at the Arizona State University Polytechnic campus gives Gilbert an added advantage, producing a population of educated and forward-thinking innovators for the future of the high technology sector.

Describe any major changes that may have an economic impact, such as planned local or regional public or private sector investments or initiatives that have affected or may affect job and business growth opportunities during the planning period. Describe any needs for workforce development, business support or infrastructure these changes may create.

In 2014, the Town of Gilbert partnered with Saint Xavier University to build Gilbert's first private university campus. Students at Saint Xavier will enjoy state-of-the-art technology as well as smart classrooms and teaching laboratories in an 87,000 square-foot space located in Gilbert's downtown Heritage District.

With dual admission opportunities available for community college students, Saint Xavier will offer undergraduate degree programs in liberal arts, business and nursing, as well as graduate degrees in business, nursing and education. Saint Xavier has served the needs of higher education for over 168 years and understands that an educated workforce is necessary to build and maintain a healthy economy.

Since Gilbert is at eighty percent build-out, there are still many parcels of vacant land to attract large, diverse businesses and companies that will in turn, provide employment opportunities for a variety of industries and education level residents.

How do the skills and education of the current workforce correspond to employment opportunities in the jurisdiction?

The skills and education level of Gilbert's current workforce directly correspond to the employment opportunities and business attraction elements. Over the past several years, many large employment sectors began relocating to Gilbert specifically due to the pool of highly educated and talented available workforce in Gilbert. Combined with the available technology and educational opportunities with surrounding colleges, universities and innovation centers, Gilbert has become a sought after location for the Science, Technology, Engineering and Math focused businesses.

According to data in the above charts, retail businesses rank in the top five employer sectors in Gilbert. This allows for a variety of opportunities for younger residents entering the workforce while furthering education, the older population and low to moderate income residents working towards gaining stability and/or furthering their education as well.

Describe any current workforce training initiatives, including those supported by Workforce Investment Boards, community colleges and other organizations. Describe how these efforts will support the jurisdiction's Consolidated Plan.

Many local and regional non-profit service providers offer workforce training and strategies to assist low- to moderate-income residents gain employment or increase their employability. Many offer assistance with interviewing, resume writing, job search and basic skill courses.

Maricopa Workforce Connections is a one-stop career center that provides job search and job readiness assistance at no charge. One of the two Maricopa County Workforce Connection offices is located in Gilbert. They also offer business and employer services such as recruitment and candidate screening, employed worker training, on-the-job training, and assistance with downsizing. Maricopa Workforce Connections works collaboratively with on-site partners as well as with private businesses to match low-to moderate- income workers to appropriate employment sectors and supports both the employees and businesses for long-term success.

Does your jurisdiction participate in a Comprehensive Economic Development Strategy

(CEDS)? ☒ Yes ☐ No

If so, what economic development initiatives are you undertaking that may be coordinated with the Consolidated Plan? If not, describe other local/regional plans or initiatives that impact economic growth.

Gilbert's Economic Development Division in conjunction with other municipal departments, stakeholders, Small Business Alliance, Gilbert Chamber of Commerce and Gilbert residents developed Gilbert's Economic Development Element in the General Plan. Key Goals include the following:

1. Attract high-wage jobs for Gilbert residents while diversifying the local economy through the attraction, retention and growth of targeted industries.

2. Maintain and broaden the mix of unique shopping, service, hospitality and recreational opportunities in Gilbert to attract and retain local and regional sales and bed tax revenue within the community.
3. Ensure a high-quality level of public services for residents, businesses and visitors.
4. Use economic growth to improve the quality of life in Gilbert.
5. Use Gilbert resources to achieve economic goals.
6. Participate in economic development efforts with neighboring communities, other political jurisdictions, educational providers and private sector partners.

The Economic Development strategies are evaluated on an on-going basis to measure level of success and to assess any change in direction, focus or policies to better align with the key goals mentioned above.

The Consolidated Plan elements compliment areas of the Economic Development Strategy by completing complimentary infrastructure and housing improvements within or nearby designated employment corridors, educational facilities and improving public facilities which attract businesses looking for high quality of life for their employees.

MA-50 Needs and Market Analysis Discussion

Are there areas where households with multiple housing problems are concentrated? (include a definition of "concentration")

Low income households often experience multiple housing problems to a much greater degree than the population in general. Therefore, areas with concentrations of low-income residents are often areas where households with multiple housing problems are concentrated. HUD typically defines a low- and moderate-income area as an area (often a Census Tract) where at least 51 percent of the residents are low and moderate income. However, in some communities, there are no or very few areas in which 51 percent of the residents are low and moderate income. For these grantees, the CDBG law authorizes an exception criterion in order for such grantees to be able to undertake area benefit activities. The Town of Gilbert is one of the communities where the exception criterion applies. As a result, Gilbert defines a low income concentration area as one having a low-income population above 21.8% percent of total population in that area.

Gilbert has two census block groups where at least 51 percent of the residents are considered low- to moderate-income. Gilbert has eleven (11) census block groups that meet the low income exception criterion of which 21.8% of the residents are considered low- to moderate-income.

Are there any areas in the jurisdiction where racial or ethnic minorities or low-income families are concentrated? (include a definition of "concentration")

Of the eleven census block groups mentioned above that meet the low income exception criterion of 21.8%, ten of them are located in and surrounding the downtown Heritage District in Gilbert. Minorities residing in Gilbert are generally concentrated in this area. According to the American Community Survey, 86% of Gilbert residents are Caucasian, of which 14.9% are Hispanic or Latino; 3.4% are Black or African American; 5.8% are Asian; with the remaining population classified as other origin.

What are the characteristics of the market in these areas/neighborhoods?

The total number of housing units in Heritage District (Census Tract 422401 and 422402) is 2,706. Fifty-six percent (56%) of the residents in this area are of Hispanic origin. The Heritage District contains the oldest housing stock within the Town, with a third being built in the early 1940's, a third being built in the mid 1960's and the rest being built mid 1970's. Over 85 percent of the units are single-family detached homes, with one 100 unit multi-family structure and fifteen percent duplex or quad-plex structures.

While the area is predominately single family units, over 75% are renter occupied and 25% owner occupied. Over 40% of the residents residing within the area are low-income households with any of the four severe housing problems. In addition, over 58% of the households within this area are severely cost burdened.

Are there any community assets in these areas/neighborhoods?

Community assets generally include facilities such as schools, libraries, community centers, parks, and access to commercial establishments such as grocery stores, general merchandise stores, and pharmacy

retailers, among others. Gilbert's Heritage District has the benefit of many community assets to meet the needs of low to moderate income residents within the area. The Gilbert Boys & Girls Club, Gilbert CAP office, Gilbert Senior Center and Community Center are all located within the Heritage District. In addition, there is bus service for local transportation and a Park & Ride facility for those who commute for work outside of Gilbert. There are several parks with amenities such as half tennis court, play structures and picnic areas. In 2016, Gilbert's first private University will open within the area providing local job opportunities, volunteer and educational opportunities. In addition, right outside of Heritage District is a local food bank and Maricopa County Workforce Connections, which provides job training and job opportunities for low income persons.

Are there other strategic opportunities in any of these areas?

The Heritage District presents a number of opportunities and there are currently several efforts underway to add to the community assets of this area. A four-story parking garage was just completed within the District to provide much needed parking areas for residents to enjoy the local arts, culture and restaurants available in the area. As mentioned above, construction of the first private university, Saint Xavier, is underway which is nationally known for its nursing programs. The university will provide employment, volunteer, and educational opportunities for Gilbert residents, specifically those residing within walking distance to the facility.

Recently, CDBG funds were utilized for the Pedestrian Safety Project in Heritage District to provide additional ADA accessible curb cuts and sidewalks. In addition, two flashing beacons were installed to assist pedestrian traffic safely cross Gilbert Rd., which is a major road through Gilbert. CDBG funds are currently being utilized to conduct a water/sewer assessment in the area to determine the extent of need to replace the aging infrastructure within the area. CDBG funds will be utilized over the next five years to replace the identified infrastructure.

Finally, additional retail and restaurants continue to open in the area creating new employment opportunities for residents in the area. Over the past eight years, significant effort has taken place by Gilbert to revitalize the Heritage District and make it a vibrant area to live and work.

Strategic Plan

SP-05 Overview

Strategic Plan Overview

Gilbert's five-year strategic plan is focused on goals and priorities to meet some of the needs identified by the community. Gilbert is excited to implement new programs and efforts to help residents in need. Gilbert will implement several housing initiatives to keep current Gilbert homeowners safely in their homes and to create additional affordable rental units for low-income families. In addition, focusing resources in targeted areas, such as the Downtown Heritage District, and providing assistance through infrastructure improvements, facility improvements and increasing ADA accessibility, low income neighborhoods and residents will benefit from multiple projects over a five year period, providing stability and sustainability of the aging neighborhoods surrounding the District.

Gilbert will continue to support public services with general funds to include meals, health initiatives and support for the elderly; emergency and transitional housing for homeless individuals and families; housing, basic needs and case management for victims of domestic violence; after school care, mentoring and prevention programming for at-risk youth; and emergency financial support for low- to moderate- income families.

SP-10 Geographic Priorities - 91.415, 91.215(a)(1)

Geographic Area

Table 12 - Geographic Priority Areas

1	Area Name:	Heritage District
	Area Type:	Local Target area
	Other Target Area Description:	
	HUD Approval Date:	
	% of Low/ Mod:	
	Revital Type:	Other
	Other Revital Description:	Infrastructure
	Identify the neighborhood boundaries for this target area.	
	Include specific housing and commercial characteristics of this target area.	
	How did your consultation and citizen participation process help you to identify this neighborhood as a target area?	
	Identify the needs in this target area.	
	What are the opportunities for improvement in this target area?	
	Are there barriers to improvement in this target area?	

General Allocation Priorities

The Town of Gilbert is located in the southeast valley of the Phoenix metropolitan area. Gilbert's planning area encompasses 72.6 square miles. Gilbert shares boundaries with the City of Mesa, City of Chandler, City of Queen Creek, Gila River Indian Community and Pinal County. Gilbert's planning area is not fully developed with portions remaining as vacant and undeveloped land.

HUD typically defines a low- and moderate-income area as an area (often a Census Tract) where at least 51 percent of the residents are low and moderate income. However, in some communities, there are no or very few areas in which 51 percent of the residents are low and moderate income. For these grantees, the CDBG regulations authorize an exception criterion in order for such grantees to be able to undertake area benefit activities. The Town of Gilbert is one of the communities where the exception criterion applies.

The Town of Gilbert has two low to moderate census block groups (i.e. where 51 percent or more of households earn less than 80 percent of the HUD-defined area median income); however, Gilbert's qualifying exception of which eligible activities may take place are in census blocks that meet 21.8% low to moderate income. Gilbert has eleven (11) census block groups that meet the 21.8% eligibility criteria.

The Gilbert Downtown Heritage District holds the oldest housing stock and infrastructure in the Town, which allows Gilbert to focus CDBG funds in this area for both housing and infrastructure assistance to these low-income neighborhoods.

The Heritage District contains approximately 0.3 square miles (192 acres) and includes the original town site core, the commercial areas on both sides of Gilbert Road from Juniper Avenue to 600 feet south of Elliot Road and the residential neighborhoods one quarter mile east and west of Gilbert Road between the Western Canal and Elliot Road.

The northern boundary is Juniper Avenue, extending approximately 1,000 feet east and west of Gilbert Road. The southern boundary follows an imaginary line south of the Gilbert Historical Society facility, 600 feet south of Elliot Road. The eastern boundary follows a north-south alignment at approximately 250 feet east of Palm Street, shifts west along Cullumber Avenue and then south along the east side of Palm Street.

The remainder of the east boundary lies along the Railroad tracks to Elliot Road and then shifts 700 feet to the west. Finally, the district boundary turns south to meet the southern boundary. The western boundary aligns with Catalina Road from Elliot Road north to the RR tracks, west 1,400 feet to the Western Canal and then north to Juniper Avenue.

While some programs are available to income-eligible residents town-wide, infrastructure and facility improvements will be focused within eligible low-income areas of Gilbert over the five year consolidated plan period.

SP-25 Priority Needs - 91.415, 91.215(a)(2)

Priority Needs

Table 13 – Priority Needs Summary

COMPLETE IDIS TABLE

Narrative (Optional)

The Consolidated Plan (24 CFR 91.215) indicates the general priorities for allocating investment of available resources among different needs. Priority needs addressed by the goals outlined in the Strategic Plan includes the following:

Affordable Housing:

- Preservation of existing affordable units
- Production of new units
- Rehabilitation of existing units

Homelessness:

- Outreach
- Emergency shelter and transitional housing
- Prevention
- Permanent housing

Non-Housing Community Development:

- Public facilities
- Public improvements and infrastructure

Permanent

SP-35 Anticipated Resources - 91.420(b), 91.215(a)(4), 91.220(c)(1,2)

Introduction

Anticipated Resources

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Reminder of ConPlan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
CDBG	public - federal	Acquisition Admin and Planning Housing Public Improvements	\$814,625	0	0	\$814,625	\$3,258,500	
HOME	Public – federal	Affordable Housing	\$200,596	0	0	\$200,596	\$802,384	

Table 14 - Anticipated Resources

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

The Town of Gilbert partners with local and regional non-profit partners to implement and administer many of the housing and human services programs in Gilbert. As such, non-profit partners are able to leverage Gilbert funds with other private, state, and local funds to provide additional services and support for Gilbert residents receiving assistance through the program.

If a non-profit partner is a recipient of Gilbert HOME funds, they are required to provide the non-federal Match before receipt of HOME funds. Match funds are documented and monitored to ensure federal regulations are followed.

If appropriate, describe publically owned land or property located within the state that may be used to address the needs identified in the plan

Discussion

There are currently no projects or programs planned within the next five year consolidated plan that Gilbert would be using publically owned land or property.

SP-40 Institutional Delivery Structure - 91.415, 91.215(k)

Explain the institutional structure through which the jurisdiction will carry out its consolidated plan including private industry, non-profit organizations, and public institutions.

Responsible Entity	Responsible Entity Type	Role	Geographic Area Served
SAVE THE FAMILY	Non-profit organizations	Rental	Jurisdiction
GILBERT	Government	Non-homeless special needs neighborhood improvements public facilities	Jurisdiction

Table 15 - Institutional Delivery Structure

Assess of Strengths and Gaps in the Institutional Delivery System

The Town of Gilbert is a municipal corporation, which operates under the Council-Manager form of government in accordance with its Charter. Legislative authority is vested in a seven-member Town Council consisting of a Mayor and six Council members elected at large for a term of four years. The Mayor and Council appoint the Town Manager and such other officers deemed necessary and proper for the orderly governing and administration of the affairs of Gilbert, as prescribed by the constitution and applicable laws, and ordinances. The Town Council is responsible for establishing policy and the Town Manager and staff are responsible for executing adopted policies. Gilbert works in conjunction with local and state agencies to administer housing and other services to the community. The Town Council approves the Town of Gilbert Five Year Strategic Consolidated Plan and Annual Action Plan.

The Town Manager's Office houses the Neighborhood and Outreach Services section, which administers and implements the plan through partnerships with public and private entities. The Deputy Town Manager oversees the Neighborhood & Outreach Services Supervisor, who in turn is responsible for the administration of the CDBG and HOME programs. The Housing Rehabilitation Specialist is responsible for managing Gilbert's Emergency and Minor Home Repair Program. This section also works with Gilbert's Capital Improvement Project team, parks & recreations staff, and private consultants and contractors to carry out infrastructure projects. Most activities are performed by subrecipients, contractors or contracted service providers (Providers) and governed by binding contracts entered into between the Provider and the Town of Gilbert. The contract contains a scope of work, schedule of completion, budget and operational provisions through which Gilbert can determine provider compliance with all applicable regulations, and performance measures.

Maricopa County, in which Gilbert is a part, has an extensive network of services available to serve low-to moderate-income people, the homeless and those with special needs such as HIV/AIDS. While most of these organizations serve residents from Gilbert, very few service providers are actually located within Gilbert Town limits. Therefore, access to services can be an issue for those with transportation or mobility issues. Another gap in the institutional delivery system is in the area of affordable housing.

Affordable ownership units are scarce and the number of affordable units is very limited. Even rental assistance such as Section 8 housing vouchers is inadequate to serve the need. Gilbert does not have a dedicated Housing Department and does not own and manage any affordable housing units, nor does it have its own Housing Authority.

Availability of services targeted to homeless persons and persons with HIV and mainstream services

Homelessness Prevention Services	Available in the Community	Targeted to Homeless	Targeted to People with HIV
Homelessness Prevention Services			
Counseling/Advocacy	X		
Legal Assistance	X		
Mortgage Assistance	X		
Rental Assistance	X		
Utilities Assistance	X		
Street Outreach Services			
Law Enforcement	X	X	
Mobile Clinics			
Other Street Outreach Services			
Supportive Services			
Alcohol & Drug Abuse	X	X	
Child Care			
Education			
Employment and Employment Training	X	X	
Healthcare	X	X	
HIV/AIDS			
Life Skills			
Mental Health Counseling	X		
Transportation	X	X	
Other			

Table 16 - Homeless Prevention Services Summary

Describe how the service delivery system including, but not limited to, the services listed above meet the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth)

Some area service providers are geared specifically towards providing services to the homeless and special needs populations such as those with HIV or AIDS. Aside from those with specific missions, most

of the service providers provide mainstream services such as healthcare, mental health care, food assistance, counseling, and job-training, not just to the low-income population in general, but in many cases, to homeless persons and families, and those with other special needs.

Describe the strengths and gaps of the service delivery system for special needs population and persons experiencing homelessness, including, but not limited to, the services listed above

The strengths of the institutional delivery system include strong partnerships with private and public entities to complete goals, objectives and activities. The gaps in the system include the lack of non-profit organizations or services physically located in Gilbert to provide necessary services. This creates Gilbert's need to rely on partnerships more heavily to ensure that Gilbert residents have access to services.

The Town of Gilbert does not have any homeless facilities located within its jurisdiction and must rely heavily on regional providers to assist with service. These regional providers provide access to homeless persons, persons with HIV, chronically homeless individuals and families, families with children, veterans and unaccompanied youth with emergency and transitional shelter, basic needs such as clothing, personal hygiene products, food and basic medical assistance. Each facility has internal intake procedures to assess the individuals and family's needs for health, mental health and employment services. The transitional shelters assist with providing transportation and on-site child care to allow individuals attend their mental health or medical appointments, go on interviews or attend education classes to complete or improve their education training.

Provide a summary of the strategy for overcoming gaps in the institutional structure and service delivery system for carrying out a strategy to address priority needs

The largest strength in the delivery system is the close partnerships created among organizations serving special needs and homeless populations. Maricopa County utilizes a unified database in which all homeless service providers must enter information regarding clients served. This includes length of stay, medical information, case management plans and services provided. The system allows a way for multiple organizations to provide on-going services to homeless or special needs clients that may transition from one shelter to another without having to begin services over or to verify past treatment of individuals. Progression may be searched and tracked to identify those moving from chronic homelessness to stable housing and which methods have been successful.

The Town of Gilbert will continue to partner with regional service providers and planning partnerships such as the Maricopa Association of Governments (MAG), to find new ways to provide services in the most efficient and effective manner. Gilbert has partnered with MAG in regional planning activities that identify strategies for overcoming regional homelessness, transportation issues, domestic violence, and aging services. Gilbert also participates in volunteer recruitment, days of service, and engages the faith community to assist in areas where service providers need assistance in outreach.

SP-45 Goals - 91.415, 91.215(a)(4)

Goals Summary Information

Sort Order	Goal Name	Start Year	End Year	Category	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Emergency & Minor Home Repair	2015	2019	Affordable Housing	Town-wide		CDBG: \$250,000	Homeowner Housing Rehabilitated: 178 Household Housing Unit
2	Non-housing Community Development	2015	2019	Non-Housing Community Development	Heritage District	Non-Housing Community Development	CDBG: \$401,700	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit: 5425 Persons Assisted

Table 17 – Goals Summary

Goal Descriptions

1	Goal Name	Emergency & Minor Home Repair
	Goal Description	To provide emergency and minor home repairs to Gilbert homeowners to alleviate health and/or safety concerns in their home.
2	Goal Name	Public Facilities and Infrastructure Improvement
	Goal Description	Public facilities and infrastructure will be targeted over the next five years utilizing CDBG to repair and replace water/sewer lines, purchase a fire vehicle, improve four neighborhood parks and provide ADA compliant curbcuts and sidewalks within the downtown Heritage District.

Estimate the number of extremely low-income, low-income, and moderate-income families to whom the jurisdiction will provide affordable housing as defined by HOME 91.315(b)(2)

It is estimated that the Town of Gilbert will partner with a non-profit organization which will purchase, rehabilitate and rent up to ten single family homes as permanent affordable rentals over the next five years. It is estimated that seven households served will be extremely low-income and three households served will be low-income.

Gilbert will implement a Substantial Rehabilitation Program for eligible Gilbert homeowners to alleviate significant health and safety hazards in their homes. It is anticipated that up to ten Gilbert homes will receive substantial rehabilitation over the next five years. It is estimated that all ten homeowners will be low-income.

Finally, Gilbert will continue to operate the Emergency & Minor Home Repair Program to reduce the immediate health and safety hazards in the homes of eligible Gilbert homeowners. It is estimated that up to 178 Gilbert homeowners will receive this assistance. Based on historical figures, forty percent are estimated to be extremely low-income, forty percent are estimated to be low-income and twenty percent are estimated to be moderate income.

SP-65 Lead-based Paint Hazards - 91.415, 91.215(i)

Actions to address LBP hazards and increase access to housing without LBP hazards

Gilbert has newer housing stock of which 41% were built between 1990 and 1999 and 31% were built between 2000 and 2004. Over 90% of Gilbert's housing stock was built after 1990. Approximately 50 housing units are pre-1940 construction and approximately 250 additional units are pre-1960 construction. This older housing stock is often occupied by low and moderate income families. Significant CDBG and HOME investment has been made over the years to rehabilitate much of this older housing. Emergency home repair and minor housing rehabilitation will continue as the program mechanism utilized by Gilbert to address lead based paint hazards.

The Town of Gilbert administers an Emergency and Minor Home Repair Program which may, at times, occur on a Gilbert home built prior to 1978. In addition, other programs such as acquisition and rehabilitation may occur with homes that are at risk for lead based paint or hazards. Each home that utilizes CDBG or HOME funds is researched to obtain the year in which the home was built. Each home is also inspected by a certified Lead Based Paint Inspector to ensure there are no hazards appearing on the property. If such hazards are present, Gilbert will contract with a consultant to test the level of lead based paint hazard to determine the appropriate mitigation techniques.

How are the actions listed above related to the extent of lead poisoning and hazards?

The actions above reduce the possibility of lead poisoning and hazards by inspecting, testing and abating such hazards before families reside in the unit, when possible. If hazards are found in an owner occupied home, residents of the home are informed and educated about the dangers of lead poisoning and the hazardous portion of the home is sealed until remediation actions take place.

Education and information about the dangers of lead based paint and lead poisoning are the key to reducing the risk of lead poisoning and hazards. There are relatively few homes within Gilbert that were built prior to 1978, however, every person assisted with CDBG or HOME funds are informed and receive information about lead based paint hazards, regardless of the age of the home they reside in.

How are the actions listed above integrated into housing policies and procedures?

As stated above, each homeowner participating in the Emergency and Minor Home Repair program is given lead based paint information pamphlets and clients must sign they have received and read the information, regardless of the age of the home. As part of the Emergency and Minor Home Repair Program Policies and Procedures, any home identified as having potential lead based paint or asbestos is tested and abated according to established standards and practices. This may include, but is not limited to, isolating the areas of the home in which lead based paint has been detected, remediating the paint and removing the hazards. Homeowners are kept informed throughout the process; however, in cases where large remediations must take place, the homeowner will be relocated in accordance with CDBG regulations.

Affordable housing purchased utilizing HOME and CDBG funds are also tested when, when applicable, for lead based paint and asbestos hazards prior to tenant occupancy. This takes place during the rehabilitation process to ensure all hazards are properly remediated or abated.

SP-70 Anti-Poverty Strategy - 91.415, 91.215(j)

Jurisdiction Goals, Programs and Policies for reducing the number of Poverty-Level Families

The Town of Gilbert has a poverty population of 6.4%, which is one of the lowest in Maricopa County in comparison to other cities similar in size and population. Although Gilbert has comparatively low poverty levels within the county, these residents struggle every day to emerge from poverty and become a sustainable household. Gilbert will utilize a variety of methods in the upcoming five years in order to help reduce the number of individuals living in poverty.

Gilbert will continue to be a participant of the Maricopa County Section 8 Housing Choice Voucher program. Since Gilbert does not have its own designated housing authority, Gilbert partners with Maricopa County to provide affordable housing options to those wanting to reside in Gilbert. The Maricopa County Section 8 Housing Choice Voucher program incorporates the Family Self Sufficiency (FSS) program which provides support services which enable participants to increase their employability and earning potential. Gilbert homeowners are encouraged to participate in the Section 8 Housing Choice Voucher program by obtaining eligibility through Maricopa County to offer their home as a Section 8 available rental home.

Gilbert will also continue to provide general funds to assist anti-poverty programs for Gilbert residents by offering services such as emergency financial assistance for rent and utilities, avoiding eviction and utility shut-offs. Gilbert supports local and regional service providers that assist low-income individuals and families with basic needs, education obtainment, employment search, child care assistance, and case management. These vital services are needed to assist persons and households maintain housing, employment, and stable environments for their dependents.

How are the Jurisdiction poverty reducing goals, programs, and policies coordinated with this affordable housing plan

The Town of Gilbert will continue to provide general funds to non-profit partners that provide emergency financial assistance to avoid homelessness and utility shutoffs, employment training, basic needs assistance, and sustainable housing options to help families rise out of poverty. Over the next five years, the Town of Gilbert anticipates reducing poverty for 17,500 individuals through the above mentioned programs.

CDBG funds will not be used for direct client assistance to reduce poverty, but are targeted for public infrastructure and facility improvements in Gilbert's Heritage District, the area containing the Town's highest concentration of low-income people. The Town believes this focus on public infrastructure and facility improvements encourages private investment activities by:

- Encouraging economic development in low- and moderate-income areas
- Utilizing improved public infrastructure to spur private investment to revitalise commercial areas, remove blighting influence and increase the number of jobs available

In addition, CDBG funds will be targeted to provide emergency home repairs and minor home improvements to enable low-income residents to remain in their homes free from health and safety hazards.

SP-80 Monitoring - 91.230

Describe the standards and procedures that the jurisdiction will use to monitor activities carried out in furtherance of the plan and will use to ensure long-term compliance with requirements of the programs involved, including minority business outreach and the comprehensive planning requirements

The Town of Gilbert utilizes standards to monitor all CDBG funded activities to ensure long-term compliance of regulations. Each program/project funded with CDBG is reviewed to ensure it meets national CDBG objectives and complies with CDBG eligibility. A public process is utilized to determine funding priorities, strategies and goals for use of CDBG funds that aligns with both Council priorities and Gilbert's Strategic Initiatives. Each funded activity must enter into a contractual obligation with the Town to ensure that contracted services and Scope of Work activities are carried out as agreed-to, and to ensure compliance with federal regulations. This includes a subcontractor requirement to provide outreach to minority and Section 3 businesses when applicable. Documentation is provided from subcontractors to include outreach efforts and procurement of minority and Section 3 businesses for a CDBG funded project.

Gilbert utilizes a number of methods for project implementation, including contracting with non-profit organizations for program and housing services. Gilbert implements and monitors its own projects such as infrastructure, public facility improvements, emergency and minor home repair programming and ADA compliance.

Each project is analyzed for eligibility, past performance, community impact and measurable outcomes that must ultimately benefit the Town of Gilbert. An environmental review is completed for each project and a Notice to Proceed is issued prior to any federal funds being expended.

Through each program year, Gilbert requires subcontractors to submit quarterly activity reports as a periodic review of performance, status of measurable outcomes and to identify any barriers or challenges in carrying out the Scope of Work. Subcontractors are also required to submit monthly financial billing to track expenditures and timeliness of projects. Support and technical assistance are provided as necessary to ensure community needs and program requirements are met.

Gilbert staff performs on-site monitoring of CDBG and HOME funded recipients. Monitoring consists of program evaluations, financial capacity, administrative procedures and policy review. Monitoring letters are issued after completion and organizations are notified of any suggestions, concerns or findings. Gilbert follows up with any organization that receives a concern or finding to ensure that corrective action has taken place.

When feasible, Gilbert also participates in peer monitoring of Consortium members and subcontractors funded by multiple municipalities. This reduces the time and administrative burden of the subcontractors and allows joint monitoring of like projects for municipalities.

2015-2016 Annual Action Plan

Expected Resources

AP-15 Expected Resources – 91.420(b), 91.220(c)(1,2)

Introduction

Introduction

Gilbert expects to receive CDBG and HOME funds over the course of the Strategic Plan for use to address the community needs. In addition to these entitlement grants, the Town of Gilbert typically allocates some general fund money towards public services and leverages other funding for new or repaired infrastructure in the Heritage District, the area with the highest percentage of low- to moderate-income people.

Anticipated Resources

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Reminder of ConPlan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
CDBG	Federal - CDBG	Administration Public Facilities Infrastructure	\$814,625			\$814,625	\$3,258,500	
HOME	Federal – CDBG	Affordable Housing	\$200,596			\$200,596	\$802,384	

Table 18 - Expected Resources – Priority Table

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

The Town of Gilbert partners with local and regional non-profit partners to implement and administer many of the housing and human services programs in Gilbert. As such, non-profit partners are able to leverage Gilbert funds with other private, state, and local funds to provide additional services and support for Gilbert residents receiving assistance through the program.

If a non-profit partner is a recipient of Gilbert HOME funds, they are required to provide the non-federal Match required before receipt of HOME funds. Match funds are documented and monitored to ensure federal regulations are followed.

If appropriate, describe publically owned land or property located within the jurisdiction that may be used to address the needs identified in the plan

There are currently no projects or programs planned within the next five year consolidated plan that Gilbert would be using publically owned land or property.

Discussion

During the first annual action plan year, Gilbert will utilize \$250,000 for the Emergency and Minor Home Repair Program, \$401,700 for public facilities and infrastructure, and \$162,925 for planning and administration of the CDBG program. Gilbert will also utilize its first year HOME fund allocation to partner with a local non-profit to purchase, rehabilitate and rent one to two single family dwelling units as permanent affordable housing rentals.

Annual Goals and Objectives

AP-20 Annual Goals and Objectives - 91.420, 91.220(c)(3)&(e)

Goals Summary Information

Sort Order	Goal Name	Start Year	End Year	Category	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Emergency & Minor Home Repair	2015	2015	Affordable Housing	Town-wide		CDBG: \$250,000	Homeowner Housing Rehabilitated: 178 Household Housing Unit
2	Non-housing Community Development	2015	2015	Non-Housing Community Development	Heritage District	Non-Housing Community Development	CDBG: \$401,700	Heritage District Water/Sewer Infrastructure Improvement Project: 2,700 households Assisted

Table 19 – Goals Summary

Goal Descriptions

1	Goal Name	Emergency & Minor Home Repair
	Goal Description	To provide emergency and minor home repairs to Gilbert homeowners to alleviate health and/or safety concerns in their home.
2	Goal Name	Heritage District Water/Sewer Infrastructure Improvement Project – Phase I
	Goal Description	Water and sewer repair and replacement along Vaughn Avenue and Page Avenue in the Downtown Heritage District.

AP-35 Projects - 91.420, 91.220(d)

Introduction

The Five Year Consolidated Plan outlines proposes strategies for the expenditures of Gilbert's CDBG funds with the mission to provide a suitable living environment by revitalizing low- to moderate income neighborhoods, to assist disadvantaged, low-income and homeless persons by providing adequate public facilities and services and generating affordable housing opportunities. Gilbert will utilize CDBG resources during the first year of the Five Year Consolidated Plan to assist low to moderate income residents with emergency and minor home repairs to alleviate health or safety hazards in their home and to implement Phase I of the Heritage District Water/Sewer Improvement Project which will repair and replace water and sewer lines along Vaughn Avenue and Page Avenue in the Downtown Heritage District which has the greatest concentration of low- to moderate-income people residing.

#	Project Name

Table 20 – Project Information

Describe the reasons for allocation priorities and any obstacles to addressing underserved needs

The projects identified to be completed during year one of Gilbert consolidated plan directly align with the strategies to addressing obstacles to meeting underserved needs.

Obstacles to meeting underserved needs within Gilbert include the following:

- The geographic make-up of Gilbert;
 - There are many areas in South Gilbert that are vacant parcels and/or under developed. The services and resources needed to provide infrastructure capacity, fire services, parks and ADA accessibility is currently limited in this area. Many services, including transportation access and public facilities are mostly located in North Gilbert.
- The areas of the build environment in the northern part of the community will require on-going maintenance and replacement costs due to age compared to the new and larger master-planned areas of central and southern Gilbert;
- The aging of homes in north Gilbert;
- Decreasing resources;
- Increased need for services due to population growth;
- State budget uncertainties.

To address some of the identified obstacles, Gilbert will:

- Continue to work with other Gilbert departments to provide services and develop new partnerships for service availability in south Gilbert;
- Continue to target capital improvements and services in north Gilbert, including but not limited to:
 - Heritage District water and sewer replacement;
 - Remove vacant and blighted structures;

- Improve up to three neighborhood parks located in Heritage District;
- Purchase fire equipment to expand services within low/moderate income areas;
- Continue redevelopment of the downtown area;
- Improve accessibility access in strategic high pedestrian locations.
- Continue to provide supportive services such as:
 - Senior activities, meals and health assessments;
 - Provide emergency and minor home repairs to Gilbert homeowners;
 - Provide basic needs services to low and moderate income residents;
 - Support prevention and intervention services for vulnerable and at-risk youth;
 - Referrals for housing counseling, foreclosure prevention, fair housing, and first time homebuyer assistance.
- Continue to expand volunteer and partnership opportunities to link with those in the community who are in need of assistance.

AP-38 Project Summary
Project Summary Information

Insert in IDIS table

AP-50 Geographic Distribution - 91.420, 91.220(f)

Description of the geographic areas of the entitlement (including areas of low-income and minority concentration) where assistance will be directed

Gilbert will direct CDBG assistance to the areas of Gilbert which have the oldest housing stock, low-income and minority concentration as well as reaching out to income eligible residents scattered throughout town limits.

U.S. Census Tracts 422401 and 422402 which includes Gilbert's Downtown Heritage District contains Gilbert's highest concentration of low- to moderate-income residents and are two of the six census tracts that exceeds the HUD exception threshold for Gilbert. HUD typically defines a low- and moderate-income area as an area (often a Census Tract) where at least 51 percent of the residents are low and moderate income. However, in some communities, there are no or very few areas in which 51 percent of the residents are low and moderate income. For these grantees, the CDBG regulations authorize an exception criterion in order for such grantees to be able to undertake area benefit activities. The Town of Gilbert is one of the communities where the exception criteria apply. In the case of the Town of Gilbert, the threshold is 21.8% of the total population in an area. Only six Census Tracts in Gilbert have a low- to moderate-income that meets the exception criterion.

Geographic Distribution

Target Area	Percentage of Funds

Table 21 - Geographic Distribution

Rationale for the priorities for allocating investments geographically

Gilbert's Downtown Heritage District has 2,706 housing units, many of which were built in the 1930's and 1940's. Of the population residing in the Heritage District, fifty-six percent (56%) are of Hispanic origin, 12% of have annual household incomes below poverty level and 40% of households are cost burdened, paying more than 30% of their income towards housing costs. Investments in this area including infrastructure, help stabilize the area, provide efficiencies for the residents and attract businesses which in turn offer new employment opportunities to local residents.

Low income households often experience multiple housing problems to a much greater degree than the population in general. Therefore, Gilbert will offer emergency and minor home rehabilitation services to low income households regardless of their specific geographic location in Gilbert. These repairs can make the difference in a low-income household's financial stability by reducing hazards within the home and allowing the households to utilize their limited resources toward other areas to maintain stability.

AP-85 Other Actions - 91.420, 91.220(k)

Introduction

Actions planned to address obstacles to meeting underserved needs

Obstacles to meeting underserved needs within Gilbert include the following:

- The geographic make-up of Gilbert;
 - There are many areas in South Gilbert that are vacant parcels and/or under developed. The services and resources needed to provide infrastructure capacity, fire services, parks and ADA accessibility is currently limited in this area. Many services, including transportation access and public facilities are mostly located in North Gilbert.
- The areas of the build environment in the northern part of the community will require on-going maintenance and replacement costs due to age compared to the new and larger master-planned areas of central and southern Gilbert;
- The aging of homes in north Gilbert;
- Decreasing resources;
- Increased need for services due to population growth;
- State budget uncertainties.

To address these obstacles, Gilbert will:

- Continue to work with other Gilbert departments to provide services and develop new partnerships for service availability in south Gilbert;
- Continue to target capital improvements and services in north Gilbert, including but not limited to:
 - Heritage District water and sewer replacement;
 - Remove vacant and blighted structures;
 - Improve up to three neighborhood parks located in Heritage District;
 - Purchase fire equipment to expand services within low/moderate income areas;
 - Continue redevelopment of the downtown area;
 - Improve accessibility access in strategic high pedestrian locations.
- Continue to provide supportive services such as:
 - Senior activities, meals and health assessments;
 - Provide emergency and minor home repairs to Gilbert homeowners;
 - Provide basic needs services to low and moderate income residents;
 - Support prevention and intervention services for vulnerable and at-risk youth;
 - Referrals for housing counseling, foreclosure prevention, fair housing, and first time homebuyer assistance.
- Continue to expand volunteer and partnership opportunities to link with those in the community who are in need of assistance.

Actions planned to foster and maintain affordable housing

The high cost of housing in Gilbert significantly increases the difficulty of meeting affordable housing needs. Staff will continue to research and explore public/private partnerships in the construction and development of affordable housing. The Town will continue to look for opportunities to leverage its HOME funds and affordable housing options through the Maricopa County HOME Consortium.

Actions planned to reduce lead-based paint hazards

Gilbert has newer housing stock of which 41% were built between 1990 and 1999 and 31% were built between 2000 and 2004. Over 90% of Gilbert's housing stock was built after 1990. Approximately 50 housing units are pre-1940 construction and approximately 250 additional units are pre-1960 construction. This older housing stock is often occupied by low and moderate income families. Significant CDBG and HOME investment has been made over the years to rehabilitate much of this older housing. Emergency home repair and minor housing rehabilitation will continue as the program mechanism utilized by Gilbert to address lead based paint hazards.

The Town of Gilbert administers an Emergency and Minor Home Repair Program which may, at times, occur on a Gilbert home built prior to 1978. In addition, other programs such as acquisition and rehabilitation may occur with homes that are at risk for lead based paint or hazards. Each home that utilizes CDBG or HOME funds is researched to obtain the year in which the home was built. Each home is also inspected by a certified Lead Based Paint Inspector to ensure there are no hazards appearing on the property. If such hazards are present, Gilbert will contract with a consultant to test the level of lead based paint hazard to determine the appropriate mitigation techniques.

Actions planned to reduce the number of poverty-level families

The Town of Gilbert will support various public service programs with its own general funds to provide essential services aimed at helping to reduce the number of poverty level families. Including supporting programs that meet the critical needs of family, such as food and medical care, emergency financial assistance to prevent eviction and utility shut-offs, employment training and job search, child care assistance, and case management. These vital services are needed to assist persons and households maintain housing, employment, and stable environments for their dependents.

Actions planned to develop institutional structure

One of the institutional gaps identified are that very few service providers are physically located in the Town of Gilbert so residents have to travel to receive services. Gilbert will continue to work with service providers to offer services in Gilbert through satellite offices or co-locations and will continue to support organization that are located outside of Gilbert limits but continue to serve Gilbert residents in need. An example of a recent partnership include Gilbert possibly partnering with Dignity Health to open a low or no cost medical and dental clinic for low and moderate income families within the Heritage District. Currently there are no services of this kind located within Gilbert.

In addition, Gilbert staff is conducting a feasibility study to determine if a domestic violence shelter or transitional housing options for domestic violence victims could be developed in Gilbert. While Gilbert is in the early stages of research, there is interest from Gilbert to partner with service providers to bring

more assistance to residents within Gilbert boundaries and reduce the need of travel to receive assistance.

Actions planned to enhance coordination between public and private housing and social service agencies

Gilbert will continue to collaborate with public and private housing and social service agencies to meet the goals and objectives of the Consolidated Plan. This may include ongoing meetings, special meetings and/or participation on relevant tasks forces.

Program Specific Requirements

AP-90 Program Specific Requirements - 91.420, 91.220(I)(1,2,4)

Introduction

Community Development Block Grant Program (CDBG)

Reference 24 CFR 91.220(I)(1)

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income that is available for use that is included in projects to be carried out.

1. The total amount of program income that will have been received before the start of the next program year and that has not yet been reprogrammed	0
2. The amount of proceeds from section 108 loan guarantees that will be used during the year to address the priority needs and specific objectives identified in the grantee's strategic plan	0
3. The amount of surplus funds from urban renewal settlements	0
4. The amount of any grant funds returned to the line of credit for which the planned use has not been included in a prior statement or plan.	0
5. The amount of income from float-funded activities	0
Total Program Income	0

Other CDBG Requirements

1. The amount of urgent need activities	0
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Discussion

There are no projects currently planned during the first year of the consolidated planning period that will generate program income, have proceeds from section 108 loan guarantees or surplus funds from renewal settlements.

Appendix - Alternate/Local Data Sources